

HEAT and FROST INSULATORS & ASBESTOS WORKERS LOCAL 24

BI-MONTHLY NEWSLETTER

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OLD MAN WINTER

It's been a tough winter so far and we're still about five or six weeks away from springtime! Please remember to be safe and use good common sense when driving to and from the job site. If you are not able to safely make it to the job site, it is your responsibility to notify your employer or Forman.

SPECIALLY CALLED UNION MEETING

The March 4, 2010 Union Meeting will be a Special Meeting to discuss and vote on a \$.01 contract increase from the insulation Contractors and Independents to be used for the \$.01 increase to the Coalition for Fair Contracting (increase of hourly contribution).

WORK PICTURE

Work is slow right now in our area as well as in our conference. Due to the economy projects have been delayed or even canceled. The Local over the last several months has been aggressive with target monies in hopes of helping our Contractors secure work for our members. We're

not sure how long this slowdown will last, but we are hopeful that things will turn around sooner than later.

WEBSITE

We have begun the process of building a new and better website and many of the links have not been updated. We hope to have the new site up and running soon, however it is a much bigger process than we anticipated. We still encourage all members to register their email address on the site. We often use mass emails to get out important updates and notifications.

HARASSMENT POLICY

Local 24 has a non discrimination and harassment policy in effect. A copy for you to review and be familiar with is enclosed.

CENSUS 2010

Please take the time to read the enclosed 2010 United States Census pamphlet, and be sure to participate. This information is vital to the communities that we all live in.

REMINDER TO ALL MEMBERS PARTICIPATING IN LOCAL 24 MEDICAL FUND

If you have not already returned your Medical Fund Questionnaire to Carday Associates, you must do so ASAP! This information is necessary in order to facilitate a smooth transition to Blue Cross/Blue Shield on April 1, 2010. All participating members and qualified dependents will need a new medical/prescription card prior to this transition. **YOU WILL NOT RECEIVE NEW CARDS BY APRIL 1ST IF YOU DO NOT RETURN THE FORMS IN A TIMELY MANNER. If you have any questions or need another form sent to you, please contact the hall (301) 725-2400.**

PHONE NUMBER AND ADDRESS CHANGES

Please remember to keep the union office updated on your contact information. Also, if a member becomes employed, unemployed or changes contractors, please inform the union office.

ATLANTIC CITY

Members and guests are welcome to join us on Saturday, March 13 for a bus trip to Atlantic City. The bus will depart the Union Hall at 8:00 a.m. headed for the Resorts Casino and will return at 8:00 p.m. The cost for each person is \$30.00 and you will get \$22.00 back in coins upon arrival. Please have your money with you on Saturday morning or if you have signed up for the trip, send your money in now. If you sign up and fail to give 7 days cancellation notice, you will still be responsible for the cost of your seat. Refreshments will be provided on the bus. Those attending **MUST BE 21 YEARS OF AGE OR OLDER!! NO EXCEPTIONS!**

DUES RECEIPTS

Dues receipts were mailed on Thursday, January 28, 2010 to the last known address on file. For anyone who has questions or concerns about their receipt or if you have not received yours yet, please contact the hall.

23RD ANNUAL LOCAL #24 PICNIC SAVE THE DATE!

Last year's picnic was a HUGE success! Again this year we will hold the picnic at Smokey Glen Park in Gaithersburg, MD. The date this year will be **Saturday, July 24, 2010!** Mark your calendars now and plan on attending.

LEGISLATIVE NIGHTS IN ANNAPOLIS

The Maryland and Virginia Legislative Sessions have begun. In Maryland, Monday nights are when you can meet your Representatives. If you would like to come down on Monday Nights, call Dave or Lino and we will find out who your representatives are and take you to their offices and try to meet with them. The more participation we have, the louder Labor's voice is heard.

MARYLAND STATE AND WASHINGTON BUILDING TRADES NIGHT IN ANNAPOLIS

Monday, March 29, 2010 from 6:00 p.m. to 8:00 p.m. at Lawyer's Mall, College Avenue & Rowe Boulevard in Annapolis is Maryland State and Washington Building Trades Night in Annapolis. This is the night when the politicians come and address the members of the building trades and we in return show our support for the work that they do for working men and women of the Trades. Please, let's go to Annapolis on March 29, let's fill the mall with Asbestos Workers and show our support!

ASBESTOS ABATEMENT LICENSING

Many times, when work slows here, we are called for men out of town on projects where an abatement license is required. Please look for upcoming classes, and take advantage of the opportunity to expand your knowledge and value to contractors.

DAD'S DAY EVENTS

Again this year, we'll participate in various Dollars Against Diabetes Fundraising activities. We will sponsor a booth at the Laurel Main Street Festival on Saturday, May 8, 2010 where we will raffle items, pass out information and promote the Local. Volunteers are needed. We will also participate in the Iron Workers Poker Run for DAD's Day on June 19, 2010

UPCOMING EVENTS!

3/29/10 – Legislative Rally
3/13/10 – Atlantic City
Bus Trip
5/08/10 – Laurel Main
Street Festival
6/19/10 – DAD's Day
Poker Run
7/24/10 – Local 24 Picnic

IBEW #26 LOCAL FEDERAL CREDIT UNION

Local #24 has secured Credit Union membership for our members in the IBEW Local #26 Federal Credit Union. Visit www.ibew26fcu.com for info.

IN MEMORIAM

We are saddened to report the death of members and loved ones who have passed away since our last newsletter:

Brother Lloyd Pearson (Ret.)
Brother Stanley Linthicum
Karen Lee, mother of Brother Jason Curvin
Chuck Friedel, Advanced Specialty Contractors
Robin Haeberle, daughter of Al Beyer, Sr. and sister of Al Beyer, Jr.

Please keep these families in your thoughts and prayers.

Heat & Frost Insulators and
Asbestos Workers Local #24
Non-Discrimination and Harassment Policy

The Officers of the Heat and Frost Insulators and Asbestos Workers Local #24 recognize the right of all members to work in an environment where individual dignity is respected. Discrimination against or harassment of members by employers, supervisors, other members or other employees on the job site should not be tolerated. This also includes sexual harassment as well as discrimination or harassment on the basis of race, color, religion, sexual preference, age and disability.

Sexual harassment includes such conduct as sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where: (a) submission to such advances, requests or conduct is made a condition of employment or job status, either explicitly or implicitly; or (b) such conduct has the purpose or effect of unreasonably interfering with a member's work performance because it creates an intimidating, hostile or offensive environment.

Examples of conduct that may constitute sexual harassment include, but are not limited to, lewd or sexually suggestive touching or other physical conduct, or any display of sexually explicit pictures, magazines, cartoons or other graphic material.

Harassment includes verbal or physical conduct that denigrates or displays hostility toward an individual because of his or her race, color, religion, gender, sexual preference, national origin, or disability, or that of his or her friends, associates or relations, and that has the purpose of creating an intimidating, hostile, or offensive working environment or unreasonably interfering with a person's work performance, or otherwise adversely affects a member's employment opportunities.

Harassing conduct may include, but is not limited to:

- (a) epithets, slurs or negative stereotyping;
- (b) threatening, intimidating or hostile acts;
- (c) written or graphic material in the workplace that denigrates or displays hostility toward another because of his or her race, color, religion, gender, sexual preference, national origin, age or disability.

Any member who believes he or she has been discriminated against or harassed may report the incident immediately to the Business Manager, or to any Officer of Local #24, if the conduct involves the Business Manager. Upon receiving a complaint, the Business Manager and/or Officers of Local #24 will conduct a prompt investigation and, if the complaint is substantiated, will take appropriate action, including discipline of any individual found to have engaged in such action.

All members have the right to file charges of discrimination with the appropriate State and Federal anti-discrimination agencies. State and Federal law requires that the Union investigate claims of discrimination or harassment on the job. The Union will cooperate in the Business Manager's or Officers of Local #24's investigation consistent with its obligations under State and Federal law. Efforts will be made to ensure confidentiality, but absolute confidentiality cannot be guaranteed. Confidentiality will be safeguarded to the extent possible consistent with conducting a full investigation and the obligation to protect the rights of all involved.

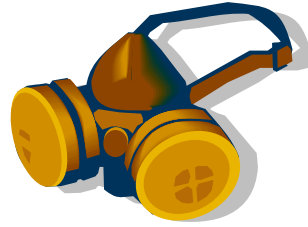
Retaliation by the Business Manager or Officers of Local #24 against a member for reporting a complaint or participating in an investigation is prohibited and may constitute a separate violation of the law.

I have read and understand the above and have been given a copy.

Signature _____

Date _____

Apprenticeship and Training



Apprentice Reminders

The next scheduled union meetings will be Thursday, March 4 and April 1, 2010.

The Annual Review of Apprentices is scheduled for March 22, 2010. All apprentices must attend.

Turn in your monthly report form by the 7th of each month

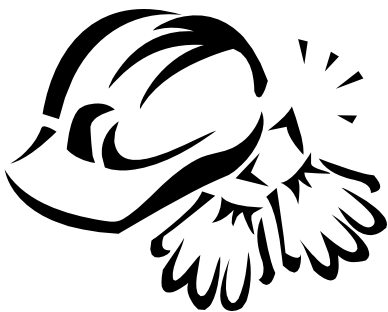
Please go to work every day and be on time. If you must be absent please inform your employer.

Applicant Mechanic School

The applicant mechanic school will begin on Tuesday, February 16, 2010. School will meet on Tuesday at 5:00 p.m. until June when class will meet Mondays and Wednesdays for hands on training during the summer.

OSHA & CPR/First Aid

OSHA 10 and CPR / First Aid training has been scheduled. See schedule to right.



Training Schedule

Supervisor Refresher Schedule

Monday and Tuesday, March 1 - 2	4:30 – 8:30 pm
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OSHA 10

Saturday, March 20	7:00 am
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CPR / First Aid

Saturday, March 27	7:00 am
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OSHA 10 *(Spanish)*

Saturday, March 27	7:00 am
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CPR / First Aid *(Spanish)*

Saturday, March 20	7:00 am
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It is your responsibility to attend classes. Please keep your expiration date in mind. The next scheduled training will be in July. You must call to register for class you wish to attend. (301) 498-9162

JOB SAFETY

Each year, approximately 6,000 employees in this country die from workplace injuries while another 50,000 die from illnesses caused by exposure to workplace hazards. In addition, 6 million workers suffer non-fatal workplace injuries. Effective job safety and health add value to the workplace and help reduce worker injuries and illnesses.

To help prevent exposure to workplace safety and health hazards, you must comply with all safety requirements whether an OSHA regulation or job site specific safety requirement. These policies are in effect for your safety and must be strictly observed.